



# Human Resource Capability Survey 2011

Public Service Staffing as at 30 June 2011  
October 2011 – for more information visit <http://www.ssc.govt.nz/hrc-survey-2011>

The *Human Resource Capability* (HRC) survey provides a snapshot of the Public Service workforce as at 30 June each year. The survey has been conducted annually since 2000 and was used this year to report on the number of positions within the cap on core government administration. In addition to staff numbers, the survey covers pay and benefits, recruitment and retention, equality and diversity, and leave in the Public Service

↓ 43,595

Staffing levels in the Public Service fell over the year to 30 June 2011. The number of Full-Time Equivalent (FTE) employees decreased by 959 to 43,595 (2.2%). This is the second consecutive year that FTE numbers have decreased following nine annual increases between 2001 and 2009.

↑ 882

In the year to 30 June 2011, 882 employees in the Public Service were made redundant (up from 780 in 2010).

↓ \$45,749

The average redundancy payment decreased to \$45,749 (from \$48,891 in 2010).

↑ 2.4%

The average base salary in the Public Service increased by 2.4% to \$65,179 (1.5% in 2010). Information from the Labour Cost Index shows that wages and salaries in the public sector are increasing at a slower rate than in the private sector.

● \$2.84 billion

The estimated annual expenditure by Public Service departments on base salaries remained constant in 2011 at \$2.84 billion.

↑ 10.9%

Core unplanned turnover increased from a historic low of 9.2% in 2010 to 10.9% in 2011. The overall increase in core unplanned turnover was driven by increases in 23 departments; turnover rates in individual departments ranged from 6% to 30%.

↑ 74%

As at 30 June 2011, 74% of permanent public servants were members of an employer subsidised superannuation scheme (up from 67% in 2010).

↓ 7.4 days

The amount of sick leave and domestic leave taken by public servants dropped to an average of 7.4 days (from 7.7 days in 2010).

1,702 fewer FTE employees in the Public Service since the peak in December 2008

The average length of service increased to nine years

Public Service wage and salary increases were lower than the private sector.

